

2022-2023
UPDATES
BROWNSVILLE ISD

Human Resources

EMILIANO CAMARILLO, TIA COORDINATOR



AN EARLY COLLEGE DISTRICT
BROWNSVILLE
INDEPENDENT SCHOOL DISTRICT



TEACHER INCENTIVE ALLOTMENT

- **Established by the 86th Texas Legislature under House Bill 3**
- **The goal is to provide a realistic way for teachers to earn a six-figure salary!**
- **Prioritizes Rural / High-Needs Campuses**
- **It is a three-tiered system in which a teacher can generate money at three different levels.**
- **There are two ways in which a teacher can earn a distinction:
National Board Certification - Recognized Level or
Local Designation System - Cohort D.**

BISD's Cohort D designation system only requires T-TESS and SLOs.

Teachers do not need to apply for designation, nor can they opt out of the T-TESS / SLO process during our data capture year(s).

BENEFITS: RECRUIT, RETAIN, REWARD

DESIGNATED TEACHERS



Allotment: \$3,000–\$9,000



Allotment: \$6,000–\$18,000



Allotment: \$12,000–\$32,000

- Designation last 5 years and follows the teacher any where in Texas.
- BISD has an approved system that will allow teachers to move up levels and generate more money.

NON-DESIGNATED TEACHERS

- Ten Percent of each teacher's generated allotment will be shared among the non-designated teachers on the same campus as the designated teacher.
- With each new school year, all teachers have a renewed chance of being eligible for designation.

SCHOOLS / DISTRICT

- It helps high-needs campuses recruit and retain highly effective educators.

Example:

A Master Teacher at Putegnat generates \$30,211

A Master Teacher at Stillman generates \$17,049

The funding allotment amount is generated each year according to campus demographics and is calculated by the Texas Education Agency.

- It provides funds for professional development for T-TESS / SLOs for both administration and teachers.
- Under HB4545 any student whose teacher of record is a TIA Designated Teacher does not require tracking of their hours to fulfill the requirements of accelerated instruction.
- It is a means of rewarding highly effective educators, without affecting the district's budget.



A teacher can generate an allotment for the district in the amount of...



Allotment: **\$3,000–\$9,000**



Allotment: **\$6,000–\$18,000**



Allotment: **\$12,000–\$32,000**

Cohort D Spending Plan

80% Goes to Designated Teacher

10% Divided Equally Among Teachers at the School of the Designated Teacher

10% District* *TEA Requirement*



www.tiatexas.org

IMPORTANT UPDATE FOR TIA DISTRICTS: Guidance on STAAR Progress Measures → Read More

TEA

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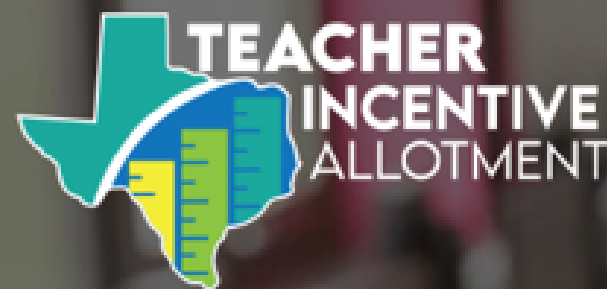
Funding Map

Allotments

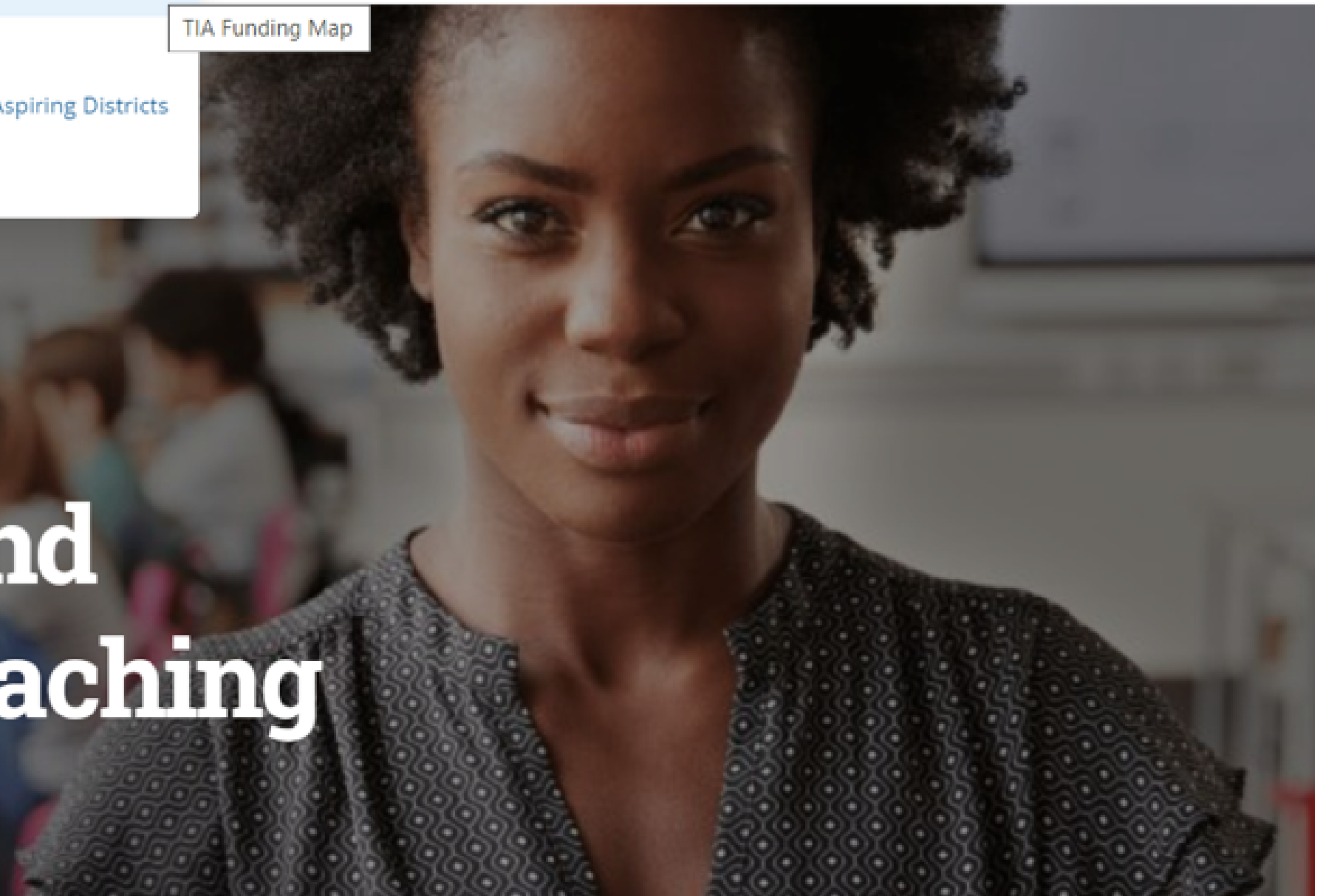
Participating and Aspiring Districts

TTU Partnerships

TIA Funding Map



Recognition and Reward for Teaching Performance



BISD Cohort D SPENDING PLAN

**80% DESIGNATED
TEACHER**

**10% DIVIDED EQUALLY
AMONG TEACHERS AT THE
SCHOOL OF THE
DESIGNATED TEACHER**

**10% DISTRICT* TEA
REQUIREMENT**

LINCOLN PARK SCH

BROWNSVILLE ISD, ESC Region 1

Campus Enrollment 0

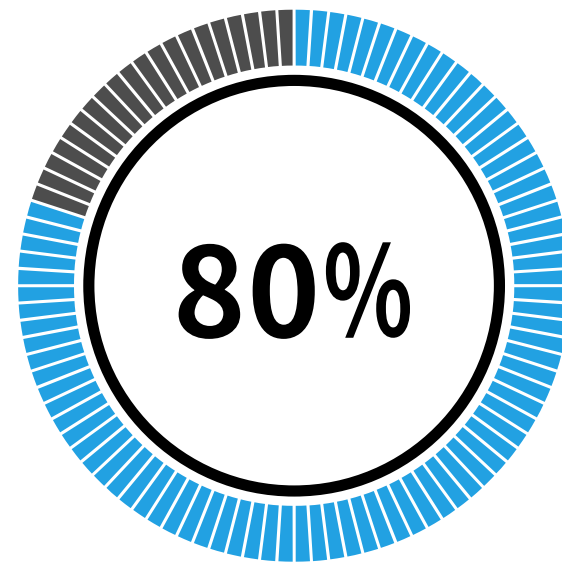
Grades Offered EE-12

 Campus Allotment -
Recognized \$6,640

 Campus Allotment -
Exemplary \$13,281

 Campus Allotment -
Master \$24,135

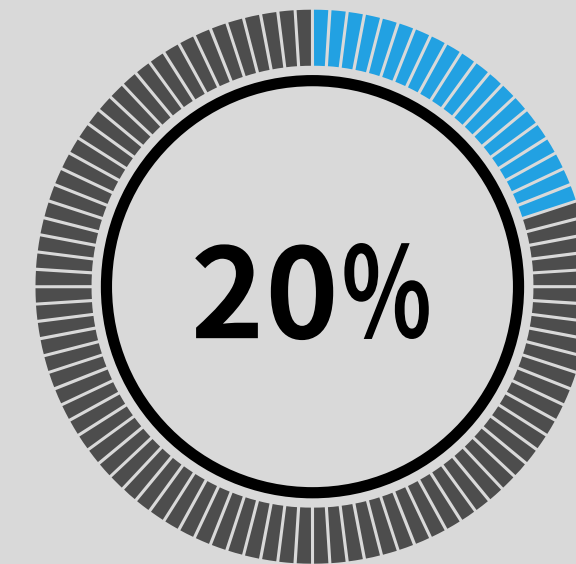
2022-2023



1. The teacher cannot have scored below a 3 (Proficient) in any dimension.
2. Average of Domains 2/3 (Subject to Texas Tech Validation Process)

Recognized	3.7* or Top 33%
Exemplary	3.9* or Top 15%
Master	4.5* or Top 5%

*Cut points are subject to change



The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized	55%* or Top 33%
Exemplary	65%* or Top 15%
Master	70%* or Top 5%

*Cut points are subject to change

T-TESS Weight - 80%

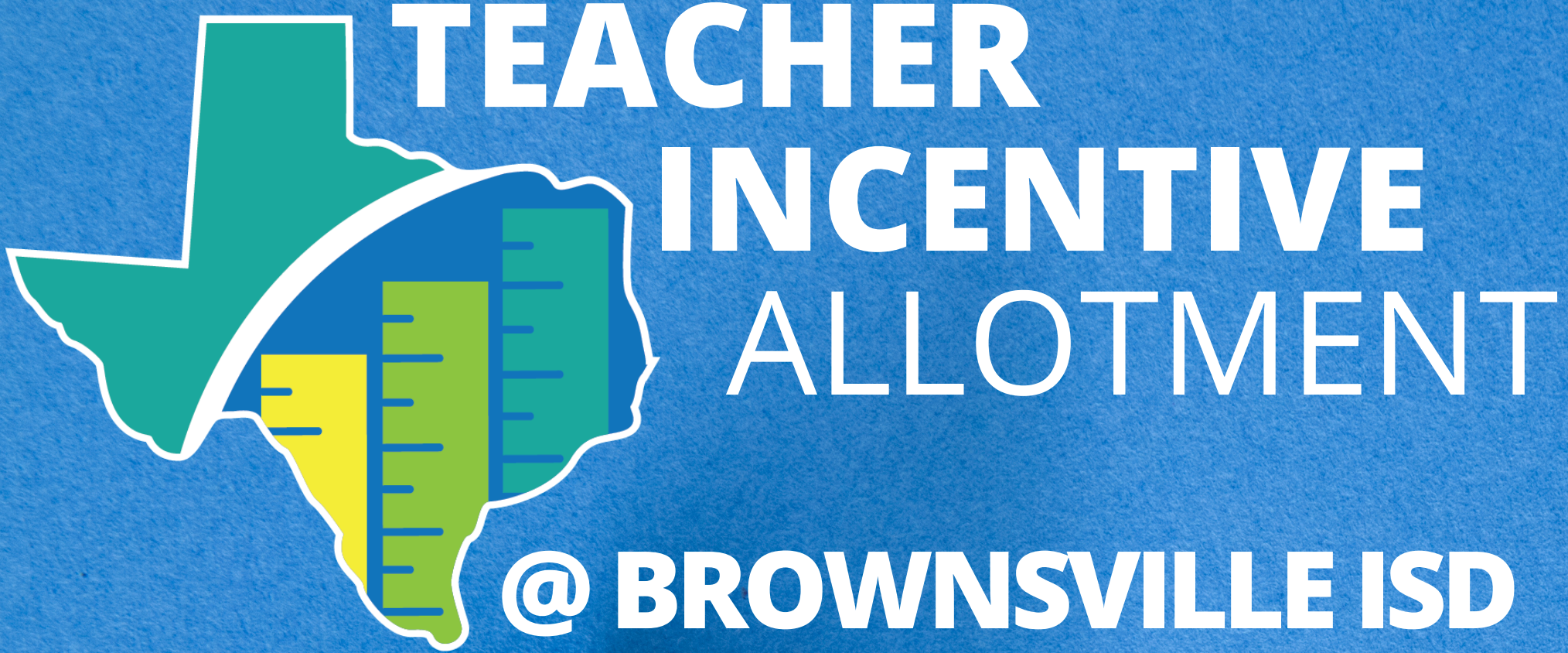
Domain	Rating	SCORE	
1.1	Proficient	3	
1.2	Proficient	3	
1.3	Accomplished	4	
1.4	Proficient	3	
2.1	Accomplished	4	3.75 Average
2.2	Accomplished	4	
2.3	Accomplished	4	
2.4	Proficient	3	
2.5	Accomplished	4	
3.1	Accomplished	4	
3.2	Accomplished	4	
3.3	Proficient	3	
4.1	Proficient	3	
4.2	Proficient	3	
4.3	Proficient	3	
4.4	Accomplished	4	

Total T-TESS Points
 $3.75/5 = \mathbf{60}$ out of 80pts

SLO Weight - 20%

SLO Growth	% of Students	
% Did Not Meet	45	
% Expected Growth	35	55 SUM
% Exceeded Growth	20	

Total SLO Points
 $55/100 = \mathbf{11}$ out of 20pts



Where are we now?

TEACHER INCENTIVE ALLOTMENT CHECK LIST



THE 1ST DATA CAPTURE YEAR IS OVER. THE 2021-2022 DATA IS IN PROCESS FOR POSSIBLE SUBMISSION.



IF FINAL APPROVAL IS GIVEN, DATA WILL BE SUBMITTED TO TEA IN NOVEMBER. WE WILL BE NOTIFITIED IN FEBRUARY IF OUR DESIGNATIONS WERE APPROVED OR DENIED.

IF APPROVED BY TEA, TEACHER ALLOTMENTS WILL BE BASED ON WHERE THE TEACHER IS ASSIGNED TO AT THE PEIMS WINTER CLASS ROSTER SUBMISSION (END OF FEBRUARY), AND WILL BE PAID IN JUNE OF 2023.



THE 2ND DATA CAPTURE YEAR WILL BEGIN, AND WE WILL CONTINUE TO REFINE OUR APPRAISAL PROCESS.

A DEDICATED EFFORT TO IMPROVE THE SLO PROCESS WILL CONTINUE ...

A RENEWED FOCUS ON...



#1 SLOS

**REFINE THE
UNDERSTANDING
OF QUALITY SLOS**



#2 SLO HELP

**CAMPUS
REINFORCEMENT
PRESENTATIONS
ON SLOS**



**#3 EDUPHORIA
TECHNICAL
HELP DESK &
STEP BY STEP
GUIDANCE**



#4 FALL FORMALS

**ALL FORMAL
OBSERVATIONS TO
BE CONDUCTED IN
THE FALL OF 2022.**



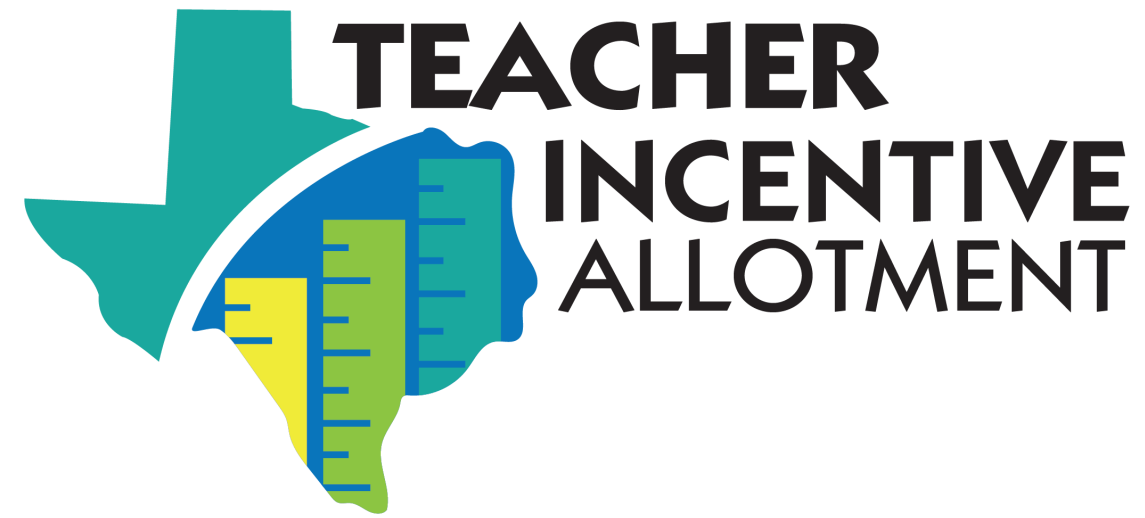
#5 NO WAIVERS

**THERE WILL NOT
BE ANY T-TESS
WAIVERS FOR
2022-2023 SY.**



**#6 CALLIBRATION
ADMIN T-TESS
CALIBRATION
EXERCISES**

2022-2023



THANK YOU

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**BISD TIA WEBSITE
WWW.BISD.US
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Human Resources



The Human Resource Department is committed to providing high quality operations with integrity, responsiveness, and sensitivity to the employees, the community, and our students, by assessing their changing needs and providing information and expertise while continuously improving Human Resources to support the Brownsville ISD vision.

Employee Records - Use link below to view your Employee Record/File

- Sign electronic documents in your Tasks (Contract, Letter of Assurances, Acknowledgement Form etc.)
- Available Forms (Certifications - upload certificate or license), Change of Personal Data Form, Notice of Resignation/Separation when resigning or retiring, Personnel File Request Form, Transcription of Employment)